

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – OCTOBER 17, 2017

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, October 17, 2017 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mr. McDowell called the meeting to order at 7:05 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mr. Ronnie McDowell, Mrs. Nancy Minneci, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Mary Lynn Williams, Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista, Mr. Gregory Brennan, Mr. Barry Loessel, Mrs. Sandra Paul, Mrs. Anne Hart

ALSO PRESENT:

Mr. Paul Griggs, Esq.

Mr. Arminio led the Board and audience members in the Pledge of Allegiance.

Mr. Brennan read the statement required under the “Open Public Meetings Act”, a copy of which is on file in the office of the Board Secretary.

Mrs. Zuena read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

Moved by Mr. Arminio, seconded by Mrs. Williams, that the following minutes be approved: (a) August 10, 2017 – special meeting, (b) August 22, 2017 – planning session, (c) August 22, 2017 – regular meeting and (d) August 22, 2017 – executive session.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell.

NAY: None

ABSTAIN: None

MOTION CARRIED

COMMUNICATIONS:

REQUEST FROM CROSSROADS CHRISTIAN FELLOWSHIP

Request from Crossroads Christian Fellowship to use Battle Hill School gym beginning Thursday, January 8, 2018 through Thursday, April 5, 2018 (every Thursday from 7 p.m. to 9:30 p.m. for their 2018 volleyball/basketball program and the waiver of all fees (Certificate of Insurance to be provided).

REQUEST FROM TOWNSHIP OF UNION RECREATION DEPARTMENT

Request from Township of Union Recreation Department to use Jefferson School's Parking lot for the 2017 Township of Union Recreation Department's Trunk or Treat on Saturday, October 28, 2017 from 12 noon to 5 p.m.

REQUEST FOR EXTENSION OF LEAVE – BARCA

Request for extension of unpaid non-FMLA maternity leave from Jamie Barca, resource program teacher-Hannah Caldwell, now through February 28, 2018.

REQUEST FOR MEDICAL LEAVE - CARLIN

Request for unpaid non-FMLA medical leave from Anthony Carlin, Cafeteria Aide-Livingston Elementary School from November 7, 2017 with a tentative return date of January 2, 2018.

REQUEST FOR INTERMITTENT LEAVE – NEWELL

Request for intermittent FMLA medical leave from Michelle Newell, school psychologist-Union High School from October 1, 2017 to October 1, 2018.

REQUEST FOR INTERMITTENT PATERNITY LEAVE – PUORRO

Request for intermittent paternity leave under FMLA/NJFLA (concurrently) from Matthew Puorro, health/physical education teacher-Hannah Caldwell from December 20, 2017 to December 20, 2018.

REQUEST FOR CONTINUATION OF INTERMITTENT LEAVE – RAFFAELE

Request for continuation of remaining intermittent FMLA/NJFLA (concurrently) from Robin Raffaele, language arts teacher-Burnet Middle School through April 6, 2018.

REQUEST FOR EXTENSION OF LEAVE - SCOTTO

Request for extension of unpaid non-FMLA maternity leave from Jaclyn Scotto, English teacher-Union High School, from now and with a return date of February 1, 2018.

REQUEST FOR EXTENSION OF LEAVE – HUNTER-COVINO

Request for extension of unpaid non-FMLA medical leave from Lauren Hunter-Covino, instructional paraprofessional-Battle Hill Elementary School, from now and with a return date of November 1, 2017.

REQUEST FOR MEDICAL LEAVE - WALSH

Request for paid medical leave-non-FMLA from Carol Walsh, instructional paraprofessional-Connecticut Farms Elementary School, from September 21, 2017 to November 15, 2017.

LETTER OF RESIGNATION – LOUREIRO

Letter of resignation from Sandra Loureiro, part-time bus aide-transportation, effective September 22, 2017.

LETTER OF RESIGNATION – HAYNIE

Letter of resignation from Cora V. Haynie, cafeteria aide-Hannah Caldwell Elementary School, effective October 6, 2017.

LETTER OF RESIGNATION – DELACRUZ-GUTIEREZ

Letter of resignation from Jose Delacruz-Gutierrez, part-time bus driver-transportation, effective October 4, 2017.

REQUEST FOR LEAVE - CLOWERS

Request for paid and unpaid maternity leave non-FMLA/NJFLA from Amri Clowers, paraprofessional-Connecticut Farms Elementary School, from November 10, 2017 to March 12, 2017.

REQUEST TO RETURN EARLY – METTA

Request to return early from unpaid FMLA leave from Gina Metta, math teacher-Kawameeh Middle School, new return date November 1, 2017.

REQUEST FOR INTERMITTENT PATERNITY LEAVE – PIVERGER

Request for unpaid intermittent paternity under FMLA/NJFLA (concurrently) from Ralph Piverger, custodian-Burnet Middle School, from November 15, 2017 to November 15, 2018.

REQUEST FOR INTERMITTENT LEAVE – SOLLA

Request for paid intermittent FMLA/NJFLA from Gregory Solla, security officer-Union High School, from September 7, 2017 to December 11, 2017.

REQUEST FOR INTERMITTENT LEAVE – BRAXTON-WILSON

Request for paid intermittent FMLA/NJFLA (concurrently) from Chandra Braxton-Wilson, districtwide librarian, from September 1, 2017 to June 30, 2018.

REQUEST FOR EXTENTION OF LEAVE – MATOS

Request for extension of unpaid, non FMLA leave from Maria Matos, paraprofessional-Battle Hill Elementary School, with a tentative return date of January 2, 2018.

REQUEST FOR EXTENSION OF LEAVE – ATZBI

Request for extension of unpaid maternity leave non-FMLA/NJFLA from Erin Atzbi, science teacher-Union High School, with a return date of September 4, 2018.

REQUEST TO RETURN EARLY - RIBLE

Request to return early from Jill Rible, art teacher-Kawameeh Middle School, new return date November 1, 2017.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated we will begin with two presentations – Dr. Cohen and Ms. Moran who are here to update us on the language arts and mathematics programs.

Dr. Cohen stated thank you Mr. Tatum, Mr. McDowell, Mrs. Zuena and the Board. Thanks for having us and thank you to the teachers that came to support us tonight.

What I want you to do is think about this question. How many golf balls would fit into a school bus? Think about the answer to that. How would you think about that? How would you communicate your answer? What if I told you your job depended on it. Now you might think the latter is silly but if you were applying for a job at Google, that is potentially one of the questions you would be asked. How many golf balls fit into a school bus? Another question that you may be asked is design an evacuation plan for New York City. Or tell me about a time when you effectively managed your team to achieve a goal. What did your approach look like? All questions that are asked on interviews at Google or any of the big businesses asks similar types of questions.

There was an article recently published on the World Economic Forum in which they listed the top ten skills that employers would look for in their employees in 2020. The top three are complex problem solving, critical thinking, creativity. Think about the question I asked. The interviewers at Google are not really concerned about the answer you give, they want to know how you think about that. How you problem solve. How you think critically and how you answer that creatively. You might say something like the school bus is a rectangular prism and I have to find the volume of a rectangular prism which $L \times W \times H$. Now I know the dimensions of a school bus because I used to ride on one since 8th grade. A golf ball is a sphere so I need to know the volume of a sphere and this is how I calculate the volume of a sphere and I calculate the volume of the bus in feet and golf ball in inches then I have to convert the bus to inches and then I will probably have to divide the volume of one by the volume of the other but I can't forget about all the seats in there because that takes up space in there too. I know there are about 15 rows on both sides so that is about 30 seats and then I would have to subtract that volume and giving me about 500,000 golf balls. That is probably what they are looking for.

I want to show you questions from a text book that we formally use to use in math and language arts. What do you notice about them? I see a common theme here; a thread that runs through everything up here and that is procedure following, memorization, basic skills, simple recall. What I don't see are complex problem solving, critical thinking, creativity and that is rigor. We talk a lot about rigor in education and it is right there. To that end we recognized that

a few years ago and to prepare our students to move forward to be able to learn those skills, we created a vision which Ms. Moran is going to speak about.

Ms. Moran stated Jeremy and I started two years ago and we are in our third year now and we talked about how English and math are very different. Initially we didn't even have conversations because I'm English and your math and we don't get along. As we went through the year we started to realize that English and math aren't as different as we think. Although very different in content, it is not different in teaching and in rigor and the skills the students need. We over the last year started to identify three common threads through English and math. High levels of rigor, alignment to college and career expectations and infusion of technology – these are the skills that our students need in both English and math.

We noticed that we needed to make sure that we interacted those skills and we need to make sure that our students are prepared when they leave. We developed committees last year and these committees evaluated where we were and the materials that we have and that is when we started to realize that some of the materials that we were using weren't meeting the mark. They were not meeting our expectations of what our students need. They identified the criteria they have for new resources and what do we need to be in our programs, our textbooks. We researched and consulted with other districts, the NJDOE, an independent committee review called Ed Report and we saw other programs in action. We talked to different teachers that were using different programs to see what they thought and see how their students responded to them.

Based on all that information, including our benchmark and all that, we chose programs that features the three things we were looking for – high levels of rigor, alignment to college and career expectations and technology that infuse into the curriculum.

After we did all that we rewrote all of our curriculum guides; not only to match the NJ Student Learning Standards and NJDOE framework, but also to make sure that those curriculum guides reflected the new expectations that we have for our students. Revising them wouldn't be enough because we needed to completely overhaul what we expected our students to do because those expectations have changed.

Then we prepared our teachers. We started preparing them last year for this year's implementation. We started by infusing professional development in May and over the summer. We provided teachers with materials to start planning and looking at all the new expectations over the summer. We incorporated more collaborated unit planning in their TLC's. The teachers are working together to design their units and the supervisors have been attending all of these TLC's pretty often to make sure that we are providing ongoing support to teachers so they are implementing everything effectively.

We know that this transition is really hard because we have a lot of traditional backgrounds in our schools so we needed to make sure that we addressed all the needs of all the stakeholders in our community.

Dr. Cohen stated transitioning to a new program – a program that focuses on the power of thought, the power of critical thinking is essential. It is essential for our students' success but it

is not easy. It is not easy for teachers, it is not easy for administrators, it is not easy for students and often time we overlook parents. It is not easy for parents. Teachers have ongoing professional development. We have been preparing for these two programs since last March through professional development, we went away to New York City for 2 days in the summer and we had online PD workshops TLC's; we have had a lot of preparation to be prepared to start in September. Students sit day in and day out in the classrooms to learn this. What about the parents? Parents usually hear about this when a student comes home and needs help. The parents don't have training. The parents don't have PD. They don't attend workshops. They don't sit in the classrooms, what about them? Often times that could lead to frustration at home, anxiety and an unwillingness to help because the content now is a sharp contrast to what it was when they were in school. We understand that and we talked about that last year and we are very compassionate about that. Because we understood that might happen, part of our plan was to include parents in this implementation process. Ms. Moran will finish the presentation by telling you how we included the parents and how we will continue to include the parents in this implementation.

Ms. Moran stated Dr. Cohen and I have made it our mission this year to really reach out to parents and to host a number of parent nights. We have had two so far this year but we will continue them throughout the school year to provide support to parents who may want to know how to do those math problems or what writing should look like. What different parts of essay should be or how they can help their students at home even if they don't have the content level.

We also encourage parents to keep in contact with the classroom teachers and to be proactive. Not only to reach out about the progress of their students but also to find out what the topics are going on in class or if there is anything that they should know to be able to help extend that learning to home.

The other thing we have done which we are really proud of is that we created a mailing list for parents and this is something I would encourage all the parents that are here or are watching to go onto the District website and you will see the gray boxes and calling all middle and high school parents/guardians – this is an email mailing list that you can sign up for depending on what building you are in or what department you are looking for information for and throughout the year the supervisors will send out email blasts relating to program implementation or ideas or things you can do at home with your students or upcoming information about parent night or anything that we think might be helpful to extend that learning to home.

We feel that this is a great way for parents to make that connection and for us to connect with parents and try to ease that transition to the new kind of education because we really need all hands on deck. Thank you.

Mr. McDowell stated do you think the parents can come in more often to learn some of the technics. Dr. Cohen stated that is part of one of our goals. We already conducted one parent night this year and in that parent night we spent a lot of time and I think it lasted about 2 hours and we broke it into four parts. Why we needed to choose a new program; the selection process of choosing a new program – it took us six months to choose a new program. We spent a lot of

time and we did a lot of research and we had a lot of people on that team asking a lot of people and eventually we chose a program. Once we chose a program, that is when the work began. We talked to the parents about the program and the most critical piece was how they can help and we ended the night on how they can help.

Part of this goal is to have ongoing nights where parents can come and learn the math, learn language arts and how you can help at home; maybe sample a lesson. What is a lesson like in 7th grade now? But if you are in there and have a teacher who teaches 7th grade, teaching that to the parents, they will get a feel to what it is like to be a student and be more inclined to help at home. There is a lot of research that shows that parents that are involved in their child's education do much better academically, less behavior problems, they are involved in more sports or things after school. That is one of our goals is to get the community involved with us.

Mr. Nufrio asked is it possible to create a series of videos that can be posted on the website so that those parents that cannot come because of other obligations or commitments so they can view these at home via the website and those that come in that is great but it is nothing like having them in person but I would think that could possibly be a better way for those that can't come in. Ms. Moran stated that is actually part of our plan. I am having the second parent night next week and after that Dr. Cohen and I had both planned to record ourselves giving those presentations to each other so that we can post them onto the district website. We will continue to do that with our parents so that anyone who can't come out can access them online or if the parents that do come out and want to revisit something, they can go back online.

Dr. Cohen stated part of choosing the math program, we created criteria and selection process. One of the criteria was what resources does this math book have for the parents – one resource that it does have is online it has a lot of videos that parents can watch – created by the creators of that program. In addition to what we are doing, that is just another resource for the parent.

Mrs. Regis-Darby stated you started off the presentation by stating that the questions had rigor. Can you give us a definition of what rigor is and explain rigor as it pertains to student learning academic growth and what does that look like in the classroom now with the new program that you have?

Ms. Moran stated rigor has been something that we have been talking about a lot and the idea of rigor has changed a lot over the 10 or so years in education. Rigor use to be a lot of do you know the procedure and formulas in math? Do you know the plot of Romeo & Juliet by heart? Can you talk about those characters? Rigor has really changed. It has become more about critical thinking and being able to apply your knowledge. Merely memorizing those formulas or knowing the plot of the story isn't enough anymore. It is about how you can apply that information. As Dr. Cohen was saying, knowing those math formulas will help you calculate how many golf balls will sit inside of a toolbox or knowing the plot of Romeo & Juliet will give you a lot of information about how people act when they are in love. You can apply that information to the people around you and society and your own action. That has become what rigor is. Being able to speak your ideas and develop them and support those opinions and be able to apply all the information that you gathered is what rigor is now and we have made sure

that the programs that we looked into and adopted and our teachers are really practicing this in their classrooms with students to make sure that they don't stop at that recall or the memorization or memorization of formulas. They are asking students really thoughtful questions about society and how they can use what they have already learned to think about something different.

Mrs. Regis-Darby asked what is this rigorous instruction look like for the students now and what kind of support and resources do you have in place for the teachers? Ms. Moran stated as we mentioned we are providing ongoing professional development not only through ourselves but through the program creator. What rigor looks like in the English language arts classroom is not just reading a story and saying what just happened? Why is this character doing this? What is the definition of a symbol? Can anyone pick out a symbol? And stopping there and moving on. Now it is about what affect does this symbol have on you as a reader and we look at and imagine that is included in a book. What affect does that have on you as a reader? How does it change how you are approaching a story? It is much more personal reading and we are taking the themes of the stories and every unit has an essential question. For example the 9th grade essential question is what does it mean to be American? A hot topic for a lot of people – it is giving our students a place to talk about their opinions and to form their opinions. Some of our students don't know how they feel about these things but they are able to go into the real world and have this knowledgeable conversations with their friends and people around them because they have a background through their English language art class.

Mrs. Regis-Darby stated does the teachers have resources like the depth of knowledge when they are able to use that to ask questions if they need extra resources? Ms. Moran stated all our curriculum programs are aligned with suggested questioning and things that teachers can ask and that are aligned and actually gives the depth of knowledge rate on that actual question but we also are working with our teachers to develop higher level questioning. To take the questions that they probably would have asked last year and adapt them to be more rigorous so that they are seeing that progression and start developing those kinds of questions on their own.

Dr. Cohen stated what we began to ask the teachers to do is to plan differently than they used to plan and the planning now looks like this. Teachers now work in something called PLC – professional learning community. They look at a standard and they unpack that standard together. Sometimes those standards are written so formerly that I may think it means something and someone I'm working with might think it means something else. When we go back to our classrooms, we teach two different things. When we work together we unpack that standard and write it in student friendly terms so that we are all crystal clear on what that standard is and the next step is interesting because it is very different – the next step is creating questions so that when that standard is mastered, the student should be able to answer these questions and those questions must be rigorous. Now once I know the standard and have the questions, I have a target and now I develop my teaching plan to get to that target. It is clear and every single person in that group knows where we are going.

Ms. Moran stated our next parent night is October 26th at Burnet Middle School at 6 p.m. and we will introduce a new program and some of the things that are available for the parents and the students.

Mr. Monge stated as it pertains to scheduling and it is something that we need to do better in this District and that is getting the word out sooner because I know they have done some great workshops.

The other thing, Khan Academy, this is not a replacement of using that as a tool I would suspect and if not, instead of potentially recreating the wheel I know Khan Academy because I use it with my kids all the time and that is how I get above the learning curve – is it an opportunity to potentially look at that resource and integrate it into what you are talking about? Dr. Cohen stated Khan Academy for those that don't know is an online resource by Sal Khan who is a mathematician that has a bunch of videos online where he talks about how to solve particular problems and then he has a bunch of questions. The nice thing about the program we chose is that there is a link on Khan Academy that directly links to our program so it aligns perfectly with our program. Once we receive the computers at the middle school level in February then you will see that used more often in the classroom.

Mr. Arminio stated it is a wonderful presentation.

Dr. Francis stated in connection with the NJ student learning standards, can you speak on how the district has aligned the curriculum guides in your department for teachers to teach the top 20 skills? Can you tell us what changes were implemented in your departments to ensure that every student has an opportunity to achieve academic growths?

Ms. Moran stated before I answer those questions, Jeremy and I have really aligned our departments so that all the things that we are talking about have really been applied to both departments. Anything that we speak about is applied to both departments.

When we set out on this process of choosing a new curriculum program and making sure that it is very rigorous for our students, the first thing that we did was to rewrite our curriculum guides once we chose a program was to reflect the New Jersey student learning standards and the New Jersey Department of Ed curriculum framework – so we started there. We didn't say that we needed to find a program that will fit or what we wanted it to be or anything like that or we will fit the kind of teaching that we have been doing and the topics that we have been covering. We started with the framework and the standards and said these are the goals for our students. We need to find materials that will help us get there so that is the driving force behind our teaching and that is why we are unpacking the standards and creating assessments based on the standards and designing teaching to meet those standards instead of working the other way around – teaching and then figure out what standard applies.

Regarding the second part of your question regarding resources that we are providing – for students that are lower level students who need a lot of support and also students that really need a lot of enrichment – we are providing those materials for teachers to help tier their teaching and differentiate in their classrooms to make sure that students who maybe want to listen to the stories or hear the stories or hear the math lesson that they have resources that they need. We are providing a lot of technology resources. In the English language arts department we have different apps that students can scan the pages of their text book and be sent to them or it will play the video that is in the textbook. Dr. Cohen talked about Khan Academy – there are a

number of other online resources that are available to students not only to provide support but enrichment.

Dr. Cohen stated I received a phone call today from a principal of a middle school in Pompton Lakes. He heard somehow about what we were doing and he asked if he could partner with us in the implementation of our program – that was really rewarding because this is a lot of work and to receive a phone call from a principal an hour away that somehow heard about this, really made us feel good. We are still talking about what this partnership would look like but we already planned a day in November where we are taking a few middle school teachers to Pompton Lakes to have a joint TLC professional development and so this is the beginning of something that we are moving forward and we are excited about this and that is why we are here and we want to share our excitement with you. We want you to be part of this community with us and we wanted to reach out to the parents and bring them on with us and that was the goal for us tonight. Presentation appended to minutes.

Mr. Tatum stated thank you Dr. Cohen and Ms. Moran – tremendous job. I just want to add that education is no longer in isolation as you can clearly see. We talked last week about change and about the way times have changed and our needs have changed. This is perfect example of what I meant when I was saying that in this day and age it is time for us to move beyond. Everything they presented tonight is stuff that was talked about in the 20th century but it is the reality in the 21st century.

To hear that another school district was calling our district because of the things that we are doing is very powerful for a couple of reasons. I mentioned in previous presentations that at one point this District was considered a presidential model district and I always said my goal is for this District to become once again a model district – one for people to look at and give us respect that we deserve and I think under the leadership of these fine supervisors and our other staff and Mrs. Moses who has been coordinating this for the last two years. I thank everyone for your support and cooperation.

Last month I talked about a few new administrative positions that we contemplated this year. The summary page pretty much talked about those positions that are listed there and the total cost to the district, and at this time one position has not been filled, but we recognized a savings by using people within the district at about \$90,000. If we turnaround and fill that position, we are at a total savings of \$30,000 but currently we are still at the \$90,000 range because that position has not been filled.

Then the question came up about health insurance benefits and looking at the restructuring under way – when you look at the dental and medical – all of those numbers you see there actually have not been utilized this school year. At this stage of the game I was way off last week and I added the actual benefit packages of those positions we replaced – we saved \$95,160.72. When you add the two together without the positions that have been filled at this stage of the game, we have saved approximately \$185,340 and we created a few new positions in our school district. I am pleased to announce that refund on top of trying to keep the taxpayers' dollars safe but also in the 21st century – bringing the essential positions and opportunities that

we need for our students and we will continue to move in that direction. Presentation appended to minutes.

With that being said, I am going to announce that the District enrollment after re-registration is 7,179 students. There are approximately 17 students that did not complete the re-registration process. I believe last month we were at 57.

Student/ Staff Attendance: student 97.6% and staff 94.9%

- Week of Respect was recognized October 2nd through the 6th throughout the district. Various activities took place throughout our schools such as, assemblies to promote respect, superhero t-shirt day, and daily announcements.
- Hispanic Heritage Month (September 15th – October 15th) was recognized as well with a PTA sponsored Potluck at Livingston School, and a Hispanic Heritage Club started at Connecticut Farms.

Statement Regarding OFAC NJ ASK Investigation 2014

I am going to read a statement that is required by a situation that happened in this District in 2014 regarding an investigation that took place with testing at Hannah Caldwell.

“I recently received correspondence from the New Jersey Department of Education which concerned administration of the 2014 New Jersey Assessment of Skills and Knowledge for Grade 4 (NJ ASK test) at Hannah Caldwell Elementary School. The testing preceded my appointment as Superintendent of Schools but it was also during the transition in which I served as Acting Superintendent. Specifically, the matter involved a “test breach” that was investigated by the Union County Office of Education. As a result of the investigation the District prepared and submitted a Corrective Action Plan. The Corrective Action Plan was approved by the New Jersey Department of Education, Office of Assessments on August 12, 2014. At that time the matter was submitted to the New Jersey Department of Education, Office of Fiscal Accountability and Compliance. This office concluded there was a breach of security and confidentiality of the NJ ASK test. It also reviewed the Corrective Action Plan prepared in August 2014 and deemed it acceptable.”

Upcoming Events

- The District’s Unity Day is October 25th. Please wear orange in honor of this event.
- October 25th is also College and Career Night at Union High School. The event begins at 6:00pm.
- Next District Planning Committee Meeting will be on Tuesday, October 24th at 6:30pm but that date may have to be modified because of other activities that may be going on for the School Board and Administration.

We continue daily to put together the best programs that we possibly can for our students and for our staff and we remain committed to do everything that is physically prudent in order for our district to continue to move forward.

Mr. McDowell stated thank you for providing that information and it is good to see that we are getting additional people at no additional cost.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Moved by Mrs. Regis-Darby, seconded by Mr. Monge, that the following resolutions be adopted.

E-1. AFFIRM SUPERINTENDENT'S RESOLUTION ON HIB

Affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period September 1, 2017 to September 30, 2017, in accordance with the information appended to the minutes.

E-2. PROCLAIM MONTH OF OCTOBER 2017 AS INTERNATIONAL ALPHA DELTA KAPPA MONTH

Proclaim the month of October 2017 as International Alpha Delta Kappa Month, in accordance with the information appended to the minutes.

E-3. APPROVE ADDENDUM FOR COMMUNICABLE DISEASE POLICIES

Approve Addendum to No. 4 for Communicable Disease Policies which is part of District's School Health Standing Orders, in accordance with the information appended to the minutes.

E-4. APPROVE JOINT TRANSPORTATION AGREEMENT – MUJC

Approve the Morris-Union Jointure Commission Joint Transportation Agreement for the 2017-2018 school year, in accordance with the information appended to the minutes.

E-5. APPROVE IPAD APPLICATIONS

Approve the following IPAD applications for installation and use on District iPads at no cost to the district: (a) Rethink EDU, in accordance with the information appended to the minutes.

E-6. APPROVE SCHOOL NURSING SERVICE PLAN

Approve the 2017-2018 School Nursing Service Plan, in accordance with the information appended to the minutes.

E-7. APPROVE FILM FOR UHS

Approve film for Union High School – Grade 10 English Courses for the 2017-2018 school year, in accordance with the information appended to the minutes.

E-8. APPROVE FILM FOR KAWAMEEH MIDDLE SCHOOL

Approve film for Kawameeh Middle School – Grade 7 English Courses for the 2017-2018 school year, in accordance with the information appended to the minutes.

E-9. APPROVE TO HOST “UNSONG HERO – 2019”

Approve Township of Union Public Schools to host “*Unsung Hero 2019*” program for Union County School Districts.

E-10. APPROVE SILVERGATE PREP – BEDSIDE INSTRUCTION

Approve teachers employed through Silvergate Prep, 981 Route 22 West, Suite 202, Bridgewater, New Jersey 08807 to provide bedside instruction for district students on an “as needed” basis for the 2017-2018 school year in the amount not to exceed \$8,000 (Account #7693-11-150-100-320-01-19).

E-11. *Agenda item approved at October 10, 2017 worksession (authorizing competitive contracting-paraprofessional).*

E-12. APPROVE NONPUBLIC SCHOOL TECHNOLOGY INITIATIVE PROGRAM AGREEMENTS – UCESC

Approve the Union County Educational Services Commission 2017-2018 Nonpublic School Technology Initiative Program Agreements for the following participating schools located within the District: (a) Holy Spirit and (b) St. Michael, in accordance with the information appended to the minutes.

E-13. APPROVE CURRICULUM GUIDES

Approve the following Curriculum Guides – October 2017:

1. Sports & Entertainment Marketing
2. Hospitality and Tourism Marketing
3. Fashion Marketing
4. World History
5. United States History I

DISCUSSION:

Mr. Tatum stated F-11 – the resolution that was passed last week; that resolution involves our District’s paraprofessionals. I want to say openly to everyone here tonight and to our audience that resolution was designed for a “just in case” scenario if we have to move in that direction. I can tell you right now publicly that it is my goal to certainly not go in that direction. I am sincerely hoping that we will be able to come to some type of resolution that will cause us not to move in that direction. I must inform everyone that in trying to be prudent, once again with cost, we have to ensure that we have the appropriate staff and are able to maintain the staff that is needed for our students.

I want to remind everyone about something that happened about a year ago and we were in an emergent situation where a number of our kindergarten assistants, in particular, were being utilized to support other students in our District. That became an emergent need because of the rising need for additional support in our special services department. Based upon that situation we recognized that because of the State mandate that 25 students in a classroom required a classroom assistant and it was pertinent at that time to actually do that. However, I will say that

commitment to our staff is very clear because through a lot of time and effort and looking at the real hard numbers was what we do. Mr. Benaquista and myself spent a number of hours working on that particular project and we were able to realize the money to restore every one of those kindergarten assistants. Those staff members that were present at the elementary schools last year that was my first comment when I walked out on the stage and I said I'm happy to announce that our classroom assistants are back. I'm telling that story just to ensure everyone that we are going to do everything humanly possible to ensure that we maintain our staff but more importantly that we maintain enough staff to support our students and that we continually be fiscally prudent in terms of replacing those staff members.

I want to just remind everyone that we have to maintain – we are allowed by State Law and mandated that we are able to raise 2% each year. We are capped on how much money we can raise. What we have been doing year by year is recycling the money that we have to work with a lot of the programs, to provide new staff and try to continue to move as you saw it with our supervisors into the 21st century. I can tell you that even educationally, there has been a number of initiatives that we have done and pretty much zero cost. Why because we are utilizing resources that are available to us. Many times we meet with colleges and universities; we work with corporations to give us guidance and pass it along to the community and our students. I just wanted to make it clear that is what that resolution is about. It is a just in case. We have to be ready and prepared for our students and for the needs of all our families in Union Township.

Mr. Monge stated Mr. Benaquista can you elaborate because I was approached by a couple of parents asking the question as it pertains to the concept. I think there is a misunderstanding of what the issue actually is and what the potential for that position – what does it all mean? Mr. Tatum stated I just want to make sure because there are current negotiations right now if we can answer that right now. Mr. Griggs stated what exactly are you looking for?

Mr. Monge stated one of the things that I heard was that people were going to lose their jobs. I'm just telling you this is some of the information that I heard. Mr. Tatum stated no one has lost a job in this District for the last 2-3 years.

Mr. Benaquista stated again no one is going to lose their job. It was never proposed where anyone would lose their job as well as health benefits. Everyone who is an existing employee is employed by this Board of Ed and as Mr. Tatum said earlier, he has brought jobs when they were supposed to be cut and made sure that our kindergarten aides stayed in those positions. We are doing everything that we are supposed to as far as to make sure that we are not in any way cutting anyone's position. We are just dealing with other matters right now and we have to meet the needs of the students and it comes down to financially which one can the District afford.

Mrs. Minneci stated it means that any new hires will be through this or just in case. Mr. Benaquista stated I can't go too far on that because of what is going on with negotiations.

Mr. Monge stated that is not what we voted on last week – that needs to be explained further. Mr. Benaquista stated what we voted on was allowing the Board of Ed to put an RFP in

the paper to see what bids come back to us. Mr. Griggs stated what the Board did was to authorize competitive contracting with regard to paraprofessional services. Specifications have been developed; it has been advertised and proposals will come in on November 8th and that is what the Board authorized. I should also add too that this process has been officially approved by the State of New Jersey, Division of Local Government. So at this point it remains to be seen on what comes in; what companies make proposals, if any make proposals. This is a pretty big operation and staff. Be cautious because also we are in the process of negotiations with the Union Township Education Association so we really can't discuss too much further but what the Board did last week was to authorize the RFP to go out for proposals. It remains to be seen who will submit a proposal. It just went into the paper today.

Mr. Monge stated the other thing that is important is there were questions as it pertains to aides and qualifications and certifications and the like. Mr. Griggs stated the qualifications – there are minimum requirements by the State of New Jersey for any paraprofessional. Also anybody coming into this school district and work must pass by the Assistant Superintendent for approval and finally if there is a paraprofessional that comes in here through a company and the district is dissatisfied by that person, that person can be removed immediately by the Assistant Superintendent and the new person that comes in that person has to pass by the Assistant Superintendent for approval. We asked companies for their background, experience and where else they may be. This is not a new concept. This started about 2-3 years ago. I have seen it in Warren and Hunterdon Counties where they could not find paraprofessionals which were needed for both the general classrooms and in response to IEP's for special education students. It is something that is happening more frequently and much like in school districts with regards to custodial services, cafeteria services – where they are outsourced. This is surely a critical deed because there are IEP's that are mandated by State and federal law and services need to be provided during the regular school year and during the extended school year program. Also on the school buses that a student is riding that bus and that is part of the related service which is done through the IEP. Something like this is critical and it is coming across New Jersey because of supply and demand and there are not a lot of qualified people who apply for these jobs and the specialty has become increased in the last couple of years. As Mr. Tatum said, it is a fallback position. Using a substitute in a position like that is not a good thing and it is not a good thing as far as continuity and instruction or anything like that. Students need regularity and consistency of instruction so I commend the administration for putting your district in a position so that they have some options with regard to fulfilling their legal obligation. Again there is no choice on this or these programs. In the general classroom aides are also needed. That is where we are right now. It was advertised today and the proposals are due at the beginning of November and we will see what comes in. I think proactively it is the best thing to do because you are in a bind in regard to these programs and support services.

Mrs. Minneci stated so we are only going to use them if we can't find people on our own? Mr. Tatum stated the way I envision this and there may be other aspects of this – that when we have random people that need to come in, if we are not able to bring them in the manner that we were doing last year. Mrs. Minneci stated that's my question. Mr. Tatum stated what has happened is this, there is a system of attrition that is unwritten in this District and that is when we were employing part-time assistants what would happen is the person working part-time, another person moves into another position in the District, the people that were half

time/three-quarter people are the first ones to move into those positions. They will have the opportunity if they were part-time to move but nobody is going to be removed if they are currently here. In terms of the actual service, we will continue to move it through attrition from part-time to full-time so people will come in knowing that there are those opportunities. No different than when it happens with teaching positions. We have hired a number of classroom assistants over the years that have teaching certifications. Many of them have been hired as classroom teachers and sometimes they do such a great job, when they are in the running for a position, the principal is excited to working with that person, that person emerges as the number one candidate. I think there is a lot that is misunderstood here. When we diverge from things that we normally do, a lot of times I think there is some misunderstanding and maybe there needs to be some further statements to clarify that so no one feels they are being slighted because I can tell you that we value everyone in this District. I certainly am not going to do anything to harm anyone. Mrs. Minneci stated from my own experience, the 40 years that I have taught, having a classroom assistant – they were my right hand; I don't know what I would do without them.

Mr. Nufrio stated the mentioning of the criteria by Mr. Griggs, one, I would like some information so the public is aware of what the minimum and the actual expectations are and the second part is the evaluation of these individuals. I know for a fact having been an administrator and also having been in education for 40 years, that I observed and evaluated classroom assistants and I'm certain that is the case here as well. Mr. Tatum stated when there are any evaluations, if indeed a person did not meet our criteria, that we would then recommend to the agency that they not continue employment in this District. It is different than if something comes to me and they are our employee and they are not making the minimum requirements, I make recommendations to the Board. I think when we talk about qualifications, there are a couple of things to consider – the power pro test is one requirement and 60 credits – specifically when in a Title I building. We always try to exceed those minimums but at the same time there are some classroom assistants who are working for our service providers where their criteria is a little different. When we have a person who is assigned for mobility, the requirement is different than the person who is doing instructional; but they are all evaluated.

Mrs. Williams stated E-11 – have we started looking at if we were to go with this particular program and we don't like it, what is our next move going to be because then we are going to be right back where we are now. If this doesn't handle what we expected it to, how do we move forward? Mr. Tatum stated I will imagine that there is a contract that we would have to do and any contract would have stipulations in meeting our requirements. Those specifications that Mr. Griggs referred to are those minimum requirements that they have to meet. There is nothing that would prevent them from going above, but they can't go below.

Mr. Griggs stated the specifications provide for conditions of termination. Termination for cause or termination – a 60-day notice or something like so there are provisions in the specifications and the specifications will be incorporated into the final contract with the vendor. There is an ability to get out of the contract, if we want to get out of the contract, there is an ability to ensure that whoever comes in to provide services is qualified and also acceptable to the District. You are pretty much covered on both ends and the initial period is from December 1 through June 30, 2018. There are two renewal periods of one year. If the Board and the District are satisfied going into the new year of 2018-19, then the contract can be renewed. If they are

not satisfied, it will go back to the administration for their recommendations whether be in-house, if it can be afforded budgetary wise or whether you go back out for RFP's.

Mr. Arminio stated E-12 – the approval of Union County Educational Services – should I abstain on that because I'm on the Board of the Union County Educational Services? Mr. Griggs stated yes.

E-1 to E10 and E-13 Vote:

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell.

NAY: None

ABSTAIN: None

MOTION CARRIED

E-12 Vote:

AYE: Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell.

NAY: None

ABSTAIN: Mr. Arminio

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Moved by Mr. Monge, seconded by Mr. Nufrio, that the following resolutions be adopted:

F-1. ACCEPT TREASURER'S REPORT

That the Treasurer's Report dated September 30, 2017 be accepted.

F-2. ACCEPT SECRETARY'S REPORT

That the Secretary's Report dated September 30, 2017 be accepted.

F-3. CERTIFY TREASURER'S AND SECRETARY'S REPORT

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of September 30, 2017 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Gregory E. Brennan
Gregory E. Brennan, Board Secretary

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of September 30, 2017 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers in accordance with the information appended to the minutes.

F-5. APPROVE CONTRACTS AND/OR PURCHASES

Approve the attached list of contracts and/or purchase orders pursuant to the requirements of N.J.S.A. 18A:18A-5 (bid exceptions to requirement for advertising) and 18A:18A-10(a) (purchase through State agency; procedure), in accordance with the information appended to the minutes.

F-6. *Agenda item approved at October 10, 2017 worksession (districtwide travel).*

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIP DESTINATIONS

Pre-approve districtwide student field trip destinations and purposes pursuant to N.J.A.C. 6A:23A-5.8 in accordance with the information appended to the minutes.

F-8. APPROVE AMENDED STATE CONTRACT VENDORS

Approve the amended list of the 2017-2018 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

F-9. *Agenda item approved at October 10, 2017 worksession (purchase paid by student activity account).*

F-10. APPROVE AMENDED OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2017-2018 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. ACCEPT DONATIONS

Accept the following donations:

From	For Use by	\$/Item
Bob's Discount Furniture	Hannah Caldwell Elementary	\$2,500.00
The Kula Foundation	Washington Elementary School	\$.74
NJ State Council Knights of Columbus	Center for Educational Opportunity	\$2,000.00
Commencement Flowers Inc.	Burnet Middle School	\$210.00
The Kula Foundation	Burnet Middle School	\$11.01

F-12. APPROVE FUNDRAISERS

Approve the following fundraisers:

Event	Date	Purpose
Gymnastic Team fundraising event for Susan G. Koman Organization	Month of October	fundraising proceeds to Susan G. Koman Organization

F-13. *Agenda item approved at October 10, 2017 worksession (signatories on ConnectOne – Washington Elementary School).*

F-14. APPROVE ACCEPTANCE OF PLAY UNIFIED GRANTS

Approve the Acceptance of the Play Unified Grants, Special Olympics for the following schools: (a) Union High School, (b) Burnet Middle School and (c) Kawameeh Middle School.

F-15. APPROVE INCREASE TO PURCHASE ORDER

Approve increase to P.O. #18-01210 with Dr. Kubichek to provide Neurological evaluation services for the 2017-2018 school year by \$15,525.00 to meet the District needs, in accordance with the information appended to the minutes.

F-16. APPROVE SCHOOL BASED APPLICATIONS TO PLAY UNIFIED

Approve the school based applications to the Play Unified 2017-2018 Grant, Special Olympics for the following schools: (a) Jefferson School, in accordance with the information appended to the minutes.

F-17. APPROVE COMPREHENSIVE MAINTENANCE PLAN REPORT

Approve the Comprehensive Maintenance Plan Report (actual FY17, budgeted FY18 and Planned FY19), in accordance with the information appended to the minutes.

F-18. APPROVE ANNUAL MAINTENANCE BUDGET AMOUNT WORKSHEET

Approve the Annual Maintenance Budget Amount Worksheet (Form M-1) pursuant to N.J.A.C. 6A:26A, in accordance with the information appended to the minutes.

F-19. *For informational purposes only – vote not required.* List of legal services for the 2017-2018 school year, in accordance with the information appended to the minutes.

F-20. APPROVE DISTRICTWIDE TRAVEL

Approve district wide travel and related expenses pursuant to the requirements of N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-7 and Board Policy File Code6471 and in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Monge stated I just want to acknowledge Mr. Brennan that the accounts that we talked about are finally closed out so thank you.

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell.

NAY: None

ABSTAIN: Mrs. Minneci (F-8 - #38 only)

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

Moved by Mrs. Zuena, seconded by Mr. Nufrio, that the following resolutions be adopted:

O-1. APPROVE SECURITY DRILL AND BUS EVACUATION REPORTS

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2017-2018 school year, in accordance with the information appended to the minutes.

O-2. APPROVE REQUEST FROM CROSSROADS CHRISTIAN FELLOWSHIP

Approve request from Crossroads Christian Fellowship requesting use of Battle Hill School gym beginning Thursday, January 8, 2018 through Thursday, April 5, 2018 (every Thursday from 7 p.m. to 9:30 p.m. for their 2018 volleyball/basketball program and the waiver of all fees (Certificate of Insurance to be provided), in accordance with the information appended to the minutes.

O-3. *Agenda item approved at October 10, 2017 worksession (request from Holy Spirit).*

O-4. *Agenda item approved at October 10, 2017 worksession (request from League of Women Voters).*

O-5. *Agenda item approved at October 10, 2017 worksession (request from Vauxhall Historical Society).*

O-6. APPROVE REQUEST FROM TOWNSHIP OF UNION RECREATION DEPARTMENT

Approve request from Township of Union Recreation Department to use Jefferson School's Parking lot for the 2017 Township of Union Recreation Department's Trunk or Treat on Saturday, October 28, 2017 from 12 noon to 5 p.m.

O-7. *Item removed from agenda.*

O-8. APPROVE CREDIT CHANGE ORDERS

Approve Credit Change Orders for the boiler replacement project at Union High School as follows: (a) #005 in the amount of \$21,234 for Contingency Allowance not used and (b) #006 in the amount of \$10,000 for existing conduit/pipe removal allowance not used, in accordance with the information appended to the minutes.

O-9. *Item removed from agenda.*

DISCUSSION:

Mrs. Minnici stated O-6 – we removed it last week and I see it is back on. Mr. McDowell stated it was not removed. Mrs. Zuena stated it was tabled. Mrs. Minnici stated the venue has changed so it is out of our hands so why are we voting on it? Mr. McDowell stated it has become a very large issue over the last few days and I wanted to explain to the public what exactly happened – why we did not vote last week, why it is still on the agenda today. I would like to take the time to do that now.

Last week this item came up and there were some comments from the public as well as some Board members that the Trunk or Treat took place last year at Jefferson School and there was election and political campaigning going on at that event. As per Board policy, that is not allowed and also the Operations Committee that is in charge or responsible for this resolution had not had a chance to discuss this only because there was not enough time to discuss this. The resolution was tabled until the Operations Committee could discuss it and make a recommendation to the whole Board as to whether the resolution could be approved or not.

The next morning I spoke with each member of the Operations Committee which included Mr. Monge, Mr. Nufrio and Mrs. Zuena to get their feedback and their input about the resolution and because there was so much campaigning going on last year, they agreed that they would ask the Board to approve it with the stipulation that there would be no campaigning – no handing out literature at this event. This event was strictly for the children and that is how we wanted to pass that resolution.

I contacted Mr. Salvante at the Recreation Department and spoke with him on the phone before I spoke to the three committee members and then after I spoke to them, I sent him this letter and this was sent to him on October 11th at 11:44 a.m. It stated:

Mr. Salvante, thank you for your time in our conversation this morning. I wanted to write and clarify the reason the school board did not act on your request at last night's meeting. During last year's Trunk or Treat, it was noted that there was political campaigning going on during the event. The school board has a policy against this type of solicitation on school grounds. In light of that policy, the Operations Committee wanted the opportunity to discuss your request. After discussing this with our Operations Committee members today, they were all in agreement that they would recommend to the full board that your request be approved with the stipulation that this would be a non-political event. The Trunk or Treat which is for our children is designed strictly for their benefit and enjoyment and should not be used as an opportunity to solicit votes. I am aware that the time is of the essence in order for you to publicize the Trunk or Treat but if it is not too late, I can very much assure you that the full Board will agree to allow the Recreation Department to use the Jefferson School parking lot with the stipulation. However, we cannot vote on this until Tuesday, October 17th."

I sent that to him and I believe he had already made plans that morning to switch the venue. I need the public to understand that this was not anything done maliciously – certainly not and because the way it was done, people interpreted that the wrong way and I'm sure some of you in the Vauxhall area got – vicious to me, flyers that defamed one of the Board members. Outrageous – to me it was nothing but evil. It was evil intent and it was done maliciously.

If you don't know by now, this was aimed at Mr. Nufrio and was quoted as his pals from the Board of Education and I'm bringing this up tonight because that was a resolution that the Board was dealing with so it was made public and it was a public resolution. But to stoop that low, to insult this man for what he had done and that flyer said that we as a Board have no

concern for the safety of our children. If you believe that raise your hand. If you believe that the Board has no concern for the safety of our children, raise your hand. This was all done for political purposes and the peoples whose names were on the bottom of that flyer are here this evening and when asked about this their excuse was "it wasn't me I know nothing" – your name is on this thing – stand up and be responsible for what it is you are doing. Mrs. Regis-Darby stated own it.

Mr. McDowell stated you are bad mouthing someone, not just Mr. Nufrio but me too and every other Board member because who's his pals and you also named his team and as a group has no consideration for the children of our District? Are you kidding me? We have done wonderful things for our children and we are doing wonderful things for our District and I certainly hope that all of you realize this and don't listen to the nonsense that you will be getting in the mail up until election day. The Board is not broke, there is no need to fix it.

Mr. Nufrio stated thank you for being my pal and the rest of the Board I consider friends. It is unique to be able to say that we do operate as friends and we do operate for only one purpose so with that I would like to read a statement that I prepared. If anyone wants it you can request it from the Business Administrator via an OPRA request or wait for the minutes to be posted. I also gave Mr. Tatum, Mr. McDowell and Mrs. Zuena a copy.

"At last week's worksession a resolution approving the request of the Union Recreation Department to use Jefferson School's Parking Lot for the 2017 Township of Union Recreation Trunk or Treat was deferred to this evening in order to give the Board's Operation Committee an opportunity to review the request. The Board committee structure of operating requires the Operation Committee to review requests to use school facilities. Because the date of use was not until October 28, 2017, it was not unreasonable to allow the committee to discuss the request.

I would like to take this opportunity to fully explain the reasoning behind the motion from last week's worksession meeting to pull the resolution from the agenda, which, incidentally, would have easily been approved by this Board, as it has been for some time an annual request to utilize the Jefferson parking lot for this year's Trunk or Treat event. However, due to time constrictions, as sometimes do occur, the Operations Committee had not been able to discuss nor review it.

We are a Board comprised of committees who make every effort to review all proposed resolutions before they are presented to the full Board for final consideration and disposition. This is absolutely proper and actually is an expected and required aspect of the committee processes--just as it is proper to have a resolution removed and re-presented after the process has been completed. This has been part of the due diligence and oversight under which this Board is proud to operate and exercise. The rubber stamp approach of the past has been abandoned.

The review process also includes following Board policies and remediation of any anomalies or incidents that may have occurred in the past events, so as to prevent any repeated occurrences and/or violations of Board policies and State laws—either mandated or recommended. In the past, there have been violations of Board policies during use of school facilities. Therefore, the Operations Committee was compelled to take a pro-active approach so as to be in full compliance of all regulations and policies by clearly stipulating that no solicitations, electioneering or politicking can be conducted on school district properties. To be clear, these violations did occur in the past, for which, warnings were issued to several individuals and even former Board members who were directed to cease and desist from continuing to do so—in fact, children and parents were subjected and exposed to some very heated arguments and confrontations during what was supposed to be a fun and pleasant experience for them.

It is the Board's responsibility to ensure that all policies and regulations are observed and enforced during use of school district properties. Removing the resolution from last week's agenda was necessary so as to finally attach the proper stipulation that would assure that this would not re-occur.

It was never the intention to deny the children of Union---not just the children of the Vauxhall community as the infamous flier suggested---the opportunity to celebrate the event at a safe and enjoyable location. In fact, it was and is the Board's intention to promote an atmosphere that is politically free so that the children and their parents would not be subjected to, nor inundated with political solicitations or promotional materials on school grounds.

Subsequently, here we are, prepared to take action and approve the resolution with the express stipulation that the policy and regulations are and will be respected and abided by, with full understanding and compliance.

It is also significant to note Mr. McDowell spoke with and wrote to the Director of the Recreation Department immediately upon learning of the site change explaining that there was no need to change the location because the Board would be approving the request (with stipulations) this evening. Yet, the communiqués went unanswered, and in fact, were immediately followed with fliers announcing the new site—now that's what I call being prepared! Additionally, the announcements were followed with fliers--mailed to residents of Vauxhall which were received as early as last Saturday. The fliers depicted Board members as Ghouls and distorted the message regarding last week's meeting.

This is not a campaign statement by any means, but, I am compelled to respond to these vile attempts to distort, debase and cast aspersions on Board members who have conducted themselves with respect and admiration for transparency and only the best intentions for our children, their parents and for our community. We are truly only for our children!

In conclusion, this Board is guided by policies and regulations, both mandated and recommended, as such, we have had to take action to assure that full compliance is the norm and not the exception. Contrary to the false allegations, the Board did not deny the request to use the Jefferson School parking lot. It was a very sad act of adult immaturity and pathetic political behavior, especially for individuals who seek the elite privilege to sit on this Board---and to deny complicity is an additional insult to the public and to us.

Just to be sure that everyone understands that the service that Board Members provide has no monetary compensation—it is strictly the love and commitment to strive for the best possible education for our children.

Usually, these vile political tactics are employed and resorted to by individuals who seek political status and offices that come with salaries and benefits. This is why our Board of Education and its members should be free of political control, duress and secret agendas. This is exactly what this Board is striving to continue to achieve—in spite of the lies, personal attacks and false allegations.

A very famous and well-known quote from Shakespeare’s “Macbeth” and Sir Walter Scott’s “Marmion”, totally apropos for their politically-driven propaganda, is as follows:

‘Oh what a tangled web we weave, when first we practice to deceive.’

I thank you for your indulgence and patience.”

Mrs. Minneci stated when I said before that it was removed, I wasn’t making it up, I know what I heard. He confirmed that it was removed. We got an email yesterday and then it was back on today. Mr. Nufrio stated when a resolution is removed, it doesn’t mean it is removed forever. Mrs. Minneci stated I just don’t want to be misquoted. Mr. Nufrio stated I think Mr. Griggs can clarify the language. Mrs. Minneci stated I just wanted to clear myself and that is all I’m doing.

Mr. McDowell stated let me clarify this right now. This is a letter from the Township of Union Recreation Department, dated October 16, 2017, addressed to Mr. Tatum.

Dear Mr. Tatum: As the Recreation Department has found a suitable venue for our event and in the absence of time, I would like to withdraw the Recreation Department’s original request to hold the 2017 Trunk or Treat event at Jefferson School. Thank you for your consideration. Yours sincerely, DJ Salvante, Superintendent of Recreation”

This letter came yesterday requesting that it be pulled off the agenda and before checking with me and it was placed back on the agenda. As President of the Board of Education, I am

leaving it on the agenda. It is there, we will vote on it. I know they have another venue and that is fine. It was on the agenda last week, we delayed it in order to discuss it but it will stay on the agenda tonight and we will vote on O-6.

Mr. Nufrio stated I think I used the terminology last week, tabling the resolution which is the language that I was accustomed to by the district that I worked at. Tabling and removing, it is understood it is going to be back on and I specified that once we had the opportunity to review the resolution and make sure that we fully understood what it implied and it would be back on this evening. Mrs. Minneci had actually asked and that is a matter of record, "will we be voting on this next week" and I said yes and that is a matter of record.

Dr. Francis stated the item was actually a voting item and we normally don't vote until tonight. At our worksession if there is an emergency or something that needs to be passed, we vote on it. It wasn't removed, it was placed from a voting item to a non-voting item. Mrs. Minneci stated I understand that but when I said removed – he just stated it.

Mr. McDowell stated ladies and gentlemen, I believe Dr. Francis is speaking – I will allow maybe another two minutes of this and then we are going to move on.

Dr. Francis stated I'm from Vauxhall, I grew up in Vauxhall, and I see a few people here from Vauxhall and I thought it was race bating for them to send this letter out representing Vito who is a Caucasian man and not putting Ronnie on it as well. He is an African-American man from Vauxhall. I thought that was very low and malicious. My point is – Vito is a good man. He works hard, he works with the Board, we all work together – he has done a good job. He stands up to principle. He is not going to give away his principle. When the President and I went to a meeting in Vauxhall, the night after, we had spoken to Cliff People and Joe Florio about this matter and we were told that they were informed that night by a Board member that we were not going to vote or pass this resolution. I think that is wrong for one of our own to go back and inform them. It is wrong. It wasn't true. They said they were misled and I said yes you were. I just wanted to put that on record.

O-1 – O-2, O-8 Vote:

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Williams, Mrs. Zuena, Mr. McDowell.

NAY: None

ABSTAIN: None

MOTION CARRIED

O-6 Vote:

AYE: Mr. Arminio, Dr. Francis, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Zuena, Mr.
McDowell.

NAY: Mrs. Williams

ABSTAIN: Mrs. Minneci

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

Mr. Arminio stated P-10, this came because the Superintendent and the Assistant Superintendents came to the decision that Kira Baskerville-Williams was the candidate to be presented to the Board for approval this evening. I met with the Personnel Committee via telephone today and we totally agreed that Ms. Baskerville would be recommended to the Board for passage. Personally I have known Kira since she was an 8th grader at Kawameeh and an absolutely wonderful person and she is nothing but an asset to the District. The only problem is she is going to be taken away from special services and she is a wonderful person. We will keep her in the loop.

Moved by Mr. Arminio, seconded by Mr. Monge, that the following resolutions be adopted:

P-1. APPROVE PERSONNEL ACTIONS

Personnel Actions be approved in accordance with the information appended to the minutes.

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2017-2018 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Resignations

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Loureiro, Sandra	Part Time Bus Aide	<u>Transportation</u>	<u>9/22/17</u>	<u>Resignation</u>	
Haynie, Cora	Part Time Cafeteria Aide	<u>Hannah Caldwell</u>	<u>10/6/17</u>	<u>Resignation</u>	
Delacruz-Gutierrez, Jose	Part Time Bud Driver	<u>Transportation</u>	<u>10/4/17</u>	<u>Resignation</u>	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Leave of Absences

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections
Barca, Jamie	Resource Program Teacher	Hannah Caldwell Elem. School	Extension of leave through 2/28/18 Return of 3/1/18	Unpaid NON- Fmla/NJFLA Maternity Leave	FMLA/NJFLA time exhausted.
Carlin, Anthony	Part Time Cafeteria Aide	Livingston Elem. School	11/7/17-Tetnative Return 1/1/18	Unpaid NON- Fmla medical leave	Return date is tentative
Clowers, Amri	Paraprofessional	Conn. Farms Elem. School	11/10/17-3/12/17	Paid followed by Unpaid Non FMLA/Non NJFLA	Does not yet meet FMLA requirements.
Newell, Michelle	School Psychologist	Union High School	10/1/17-10/1/18	Intermittent FMLA Leave	
Puorro, Matthew	Health/Physical Education Teacher	Hannah Caldwell Elem School	12/20/17-12/20/18	Intermittent FMLA/NJFLA (Concurrently)	Unpaid after applicable personal days used (3)
Raffaele, Robin	Language Arts Teacher	Burnet Middle School	Extension of 4/6/18	Continuation of previous FMLA/NJFLA now on Intermittent basis	Not to exceed beyond 4/6/18 or FMLA days are exhausted (whichever comes first)
Scotto, Jaclyn	Teacher of English	Union High School	Extension with a return of 2/1/18	Unpaid Non- FMLA Maternity Leave	FMLA/NJFLA time exhausted. Original leave began 9/1/17
Hunter- Covino, Lauren	Instructional Paraprofessional	Battle Hill Elem. School	Extension now through 10/31/17 Return of 11/1/17	Unpaid Non- FMLA Medical Leave	FMLA time Exhausted
Walsh, Carol	Instructional Paraprofessional	Connecticut Farms	9/21/17-11/15/17	Paid Medical Non FMLA	Use of paid sick days. End date is subject to change

Metta, Gina	Math teacher	Kawameeh Middle School	Early return – 11/1/17	Unpaid FMLA leave	Original return date was 12/1/17
Piverger, Ralph	Custodian	Burnet Middle School	11/15/17-11/15/18	Unpaid intermittent paternity under FMLA/NJFLA (concurrently)	
Solla, Gregory	Security officer	Union High School	9/7/17-12/11/17	Paid intermittent FMLA/NJFLA	
Braxton-Wilson	Librarian	Districtwide	9/1/17-6/30/18	Paid intermittent FMLA/NJFLA (concurrently)	
Matos, Maria	Paraprofessional	Battle Hill	Through 12/31/17	Extension of unpaid, non FMLA	
Atzbi, Erin	Science teacher	Union High School	Return date 9/4/2018	Extension of unpaid maternity leave non FMLA/NJFLA	
Rible, Jill	Art teacher	Kawameeh	Early return – 11/01/17		Original return was 11/8/17

P-5. APPROVE AMENDING RESOLUTION

Approve amending resolution previously approved August 22, 2017 (P-6), to approve Kim Conti, Director of Special Services, to attend meetings at the Morris Union Jointure Commission at no cost to the District and to attend UCASE meetings at a cost of \$50 for the 2017-2018 school year.

P-6. APPROVE ATTENDANCE AT MEETINGS AT MUJC – WOJCIK

Approve Craig Wojcik, IT Specialist, attendance at meetings at the Morris Union Jointure Commission, at no cost to the District for the 2017-2018 school year.

P-7. APPROVE STAFF MEMBERS

Approve the following staff member whose salary is funded in full through the District's ESEA FY18 Title I grant: Francis Barken, Burnet Middle School, \$66,449-Title I Language Arts.

P-8. APPROVE CHANGE OF SALARY CLASS

Approve Change of Salary Class (effective September 2017), in accordance with the information appended to the minutes.

P-9. APPROVE ANGELA RAPKE – DESIGNEE FOR CONNECTONE ACCOUNT

Approve Angela Rapke as a designee for the ConnectOne “Burnet Middle School Student Activities Account,” at no cost to the District.

P-10. APPROVE APPOINTMENT OF VICE PRINCIPAL – BURNET MIDDLE SCHOOL

Approve the appointment of Kira Baskerville-Williams, as a 10-month Vice Principal of Burnet Middle School, at a contractual salary of \$116,870, effective on or before December 1, 2017.

Mrs. Regis-Darby stepped out of meeting prior to vote. (8:50 p.m.)

DISCUSSION:

Mr. Nufrio stated for the public, perhaps they may recall the presentation that Ms. Baskerville gave here some time ago and I just want to echo Mr. Arminio’s words because they will be hard shoes to fill. She showed this Board the professionalism that this Board looks for and certainly your recommendation and I want to applaud you for that recommendation but at the same time I wish she could stay in special services but everyone needs to make a decision in life and hers is to be an administrator and I wish her all the best.

Mr. Monge stated I found out about this tonight. Obviously Burnet’s gain is special services loss. She was able to fill a huge void – a void that was there with the parents of kids with special needs. I worry about transition and I worry mostly about replacing her because so many things we were able to build including a void. I can’t hold her back and God bless her she deserves it. What are we going to do to speak to that void?

Mr. Tatum stated I certainly understand your concern and some of the reactions from the members of the public here tonight. It is indeed a difficult move that we are making at this time but one of the reasons why in particular we are moving to make this resolution tonight is because I’m trying to take this next month and half for just what you said – upon your approval tonight, there will be a posting for a supervisor to replace Ms. Baskerville. We are asking her to be part of the transition simply because there will be a month and a half of between time. There will be times where she can go back and forth and have her hands in both entities. I think the one thing that we have to consider is we are not losing Ms. Baskerville. She will be here as a resource and that is a commitment that she gave to me in our conversations when I learned that she was a recommendation of the building principal. We are not losing her services. I think when we start thinking about the needs of middle school children and the kind of skill set that she brings to the particular school, I think it is going to be an asset but the person that I have come to know over the last year, is not the kind of person that is going to turn around and turn her back on anyone. I see her as an asset and going to be here for support and for a number of years to come – well beyond some of us older folks. I think this is her home and she was here for a brief time and came back with greater expertise from her work in another school district and she has brought

that to us. The procedure that we follow also included parents, students, administrators and teaching staff members and that was their recommendation unanimously. We do recognize that we will continue to move forward with our special services department. That transition will include Ms. Baskerville, the members of the special services department and I can tell you that we will search long and hard starting tomorrow for a qualified replacement of Ms. Baskerville.

As Mr. Nufrio said, it is very tough shoes to fill and I acknowledge that. This is a career that she chose to apply for and the fact that she has emerged as the number one candidate, not only from the first panel, but then from the second. It is only fitting that we bring to Burnet Middle School a candidate of their choice and I'm supporting their candidacy only because I know deep down she is going to be an asset to that school. As a middle school principal myself, and you keep "all hands on deck" – when it comes to middle schools, that is exactly what you need and I think I foresee a better approach to problem solving in that building just based on her skill set alone.

Mrs. Minneci stated being in a special ed department, I don't know Ms. Baskerville personally, but I can assure you that when you come from that department, it is always primary in your heart are your children. She may be there but you know she is always going to watch out for the other children she was with for all those years. My heart always was and always will be and I'm sure she is the same. Be confident; we will find someone to take her place and I'm sure she will always have her hands in it.

Mr. Arminio stated P-2 as to the approval of the substitute list and earlier this evening we talked about the paraprofessionals and that resolution in education but I would like some clarification if possible on comments that have been made about hours that substitutes can work in the district, the number of days they can work – how many days in a month? And what is the status of the substitutes in our District as it applies to their positions that they can hold and what they are allowed and not allowed to do?

Mr. Tatum stated there are different regulations that govern substitutes, depending on what certifications that they hold. Whether it is a County substitute certification, a certificate of eligibility – all of the different certifications dictate different amounts of time. I am going to turn this over to our personnel specialist who will give you a rundown of all these different ones.

Mr. Benaquista stated when you are talking about day-to-day subs – the real hour limit comes in between full-time and part-time. The new allotted time per week is up to 30 hours per week. The difference between full-time and part-time and the language says "consistently over" – so if you consistently go over 30 hours a week than you are considered full-time. If you are under 30 hours you are considered part-time employees which our substitutes are. They can go up to 29 – just under 30 hours a week. That does equate to a number of days a month and it is 19 if you do the math on a 6.5 hour day which I believe most of our buildings fall under. We have a system called AESOP and in the system it set up to post all our jobs and it goes for every substitute – all substitutes fall under the same guidelines. It will cut them off at a certain point depending how much they work for that month. It then goes to the monthly hours which is 127. What I'm going to do based on information that I did receive – I will look in the system to make sure that the right numbers are in there and that they are not cutting off people early. I will make

a call to AESOP tomorrow and it is possible that it is cutting off – this has recently come to me – I believe they can work up to 19 days at a 6.5 hour day. We will work through that to make sure that the right hours are on the system. However, if people were consistently over the 30 hours, we would have to offer health benefits and Mr. Tatum was accurate and if we have a long-term say we have a teacher go on maternity leave, by law we have to hire a person with a certification so it is a teaching cert and in that situation they are consistently going over the 30 hours and they would be offered benefits for the period of time that they are in the maternity leave position.

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Williams, Mrs. Zuena, Mr. McDowell.

NAY: None

ABSTAIN: None

MOTION CARRIED

POLICY COMMITTEE:

Mr. Arminio stated we are simply adding “in public” to the bylaws in which candidates for a Board position that is vacant would be interviewed in public by an ad hoc committee assigned by the President or the full Board, depending on his pleasure.

Moved by Mr. Arminio, seconded by Mr. Nufrio, that the following policy bylaw be adopted:

POL-1.APPROVE FILE CODE 9113 – FILLING VACANCIES BYLAWS

File Code: 9113 – Filling Vacancies Bylaw, in accordance with the information appended to the minutes (final reading).

DISCUSSION:

None

Mrs. Regis-Darby returned to meeting at 8:55 p.m.

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell.

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Nufrio stated it is a slight deviation of the process but since it is the policy resolution, I had wanted to ask a question to Mr. Griggs which pertains to what we talked about at length earlier in the Operations – my question to Mr. Griggs is we mentioned that the populous violations and there could have been more serious violations, pertaining to that is there a law? Mr. McDowell stated we already voted. Mr. Nufrio stated I’m not talking about this policy, I’m taking a moment to interrupt the normal process because I didn’t get a chance to ask Mr. Griggs to please cite the law that pertains to the resolution of O-6.

Mr. Griggs stated there is a State law which prohibits any type of literature that promotes, favors or opposes a candidate for a Board of Education at an annual school election. It talks about the prohibition against providing literature or any manner of literature to any public school student on school grounds, in school buildings where that student will take it home and give it to someone else. It is very specific in terms of what you can't do. This comes up at this time of the year as a question – the question occurs when we have candidates that are at the school and the school is getting out and they are giving out campaign materials, it occurs on weekends at schools when there are activities going on – particularly it specifies public school students and taking that literature or whatever is being distributed to their homes. It is strictly prohibited. The statute has been on the books since about 1968. It is not a new law. It is a critical one and districts must follow it.

RESIDENCY COMMITTEE RESOLUTIONS:

Moved by Mrs. Zuena, seconded by Mr. Monge, that the following resolutions be adopted:

R-1. APPROVE AMENDED LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [one (1) students exited from September 1st through September 30, 2017 (1 from elementary) or a total of five (5) students for the 2017-2018 school year] who are not domiciled in this school district and zero (0) students who will be allowed to complete the 2017-2018 school year, in accordance with the information appended to the minutes.

R-2. APPROVE REMOVAL OF STUDENT

Approval to remove student #260841 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell.

NAY: None

ABSTAIN: None

MOTION CARRIED

APPROVAL OF BILLS:

Moved by Mr. Monge, seconded by Mrs. Williams, that the Board concur with the bills listed in the permanent bound register appended to the minutes and be ordered for payment.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell.

NAY: None

ABSTAIN: None

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Arminio stated I'm going to defer to Mrs. Minneci for the girls soccer. You can start and I'll pick up from there.

Mrs. Minneci stated I did go to the quarter finals on Saturday – it was very exciting and close game but we pulled it out at the end and won 1-0 so now we move on to the semi-finals. I really enjoyed going to the game.

Last week at the worksession I mentioned the Woman's Club of Union. I am a member since I retired. Every year they have a committee that gets in touch with the high school guidance department and they ask for the recommendation of the guidance department of girls to participate in a program down at Douglas College – called GCI – Girls Career Institute. This year we sent and I have permission from her mom to say her name, and her name is Jazlyn Sarpong who is our representative and it is for juniors from all over the State and we are able to send one representative from Union and we asked her to come into our meeting. At this GCI meeting – it is a 4-day session. They go on Monday and come home on Thursday and it prepares them for college life. They are exposed to college life is like, financial aid, they learn to live with other people, meet new people, stay in the dorms, perform skits and I have to say that Jazlyn was wonderful. She came back and came to our meeting and explained what happened. She was so excited and she can't wait to come back in April to encourage other juniors to get involved and to really strive to be one of the honorees. This year we are pushing to see if we can send two because it is such a worthwhile program. She really couldn't speak highly enough about this program. I just wanted to let you know that the Woman's Club was thrilled with all the candidates – there were 16 and it was a hard decision but Jazlyn was an excellent candidate and I just wanted to let everyone know.

Mr. Arminio stated the girls soccer team is playing Scotch Plains at Johnson this Sunday at 5 p.m. It will be a great game.

There is a home game this Friday at Cooke Memorial Field against Ridge. It is also homecoming weekend. Let's fill up the stadium. The last home game the stands were just about filled. It was good to see.

October 24th – 6 p.m. in the Lou Retino Gymnasium – there will be a gymnastics tournament and it is pink night in honor of breast cancer. The volleyball team is in the County tournament and one of the favorites and that game is coming up soon.

Upcoming events – the Relay for Life is coming up on June 2nd and we already had the first organizational meeting. It is not too early to start talking about the Relay for Life.

The Athletic Hall of Fame is taking place on November 20th – this will be the third induction and you can go to the website –Athletics – and that will take you to the Hall of Fame site where it lists all of the recipients and how to get tickets.

This weekend is Four Centuries weekend. All the historic sites in Union County will be open on Saturday from 10-5 and on Sunday from 12-5, including our own Caldwell Parsonage on Caldwell Avenue.

October 28th at Suburban Golf Club, we will be celebrating the 350th anniversary of our community which was originally known at the Connecticut Farms which was established in 1667 and incorporated as Union in 1808. By the way James Mosser and the cast from the fall play will be performing at that gala.

This Sunday there is a scholarship program that is just for Union High School students and they are doing a fundraiser at Tiff's from 12-4:30 which includes a tricky tray and all receipts go to scholarships for Union High School students.

There is a teacher at Connecticut Farms who has Stage 4 brain cancer and they are having a fundraiser for him at the Knights of Columbus on October 24th at 6 p.m.

Last month we had a presentation by the ESL department and the Friends of the Union Public Library and our Township Library are forming a collaboration and they are going to work on establishing a program that will take place during the summer months and it won't cost the District any money. The Friends of Union Public Library will be sponsoring this program and it will be directed to our ESL students so that during the summer they are not left out and they will have something to fall back on. So our ESL department and the library will be working on establishing that program.

Thank you to our own maintenance staff that went above and beyond at the 5K Mayor's Race. They did a wonderful job in helping set up and keep the race going in the direction that it should be going. A big thanks to the entire maintenance department for helping out.

Mr. Monge stated an update for the public on last week's technology committee – the middle school Chrome Books – I will continue to say January in hopes that we are able to push that to happen.

Also we kicked off the one-to-one initiative for the elementary schools so we are going to be excited to see how we get that technology into our elementary schools.

Let everyone know and we talked about this last week and magically things happen in a weeks' time – we have been talking about electronic forms by using Genesis. Parents received robo calls this week about resetting their Genesis account so that they are able to access electronic forms going forward so that is great and we are moving towards the right direction where no more applications that will have to be filled out and we are going to be able to do that online.

My family participated in this every year – the autism walk this past Sunday and a lot of families and students were out there and it is a great event.

A couple of weeks back after the disaster that happened with Hurricane Maria – over three days we had some community residents that got together with Michael Bolls' assistance and put together an online fundraiser for those affected in Puerto Rico. We called it the 21 Project in dedication for Roberto Clementi who lost his life trying to speak to the earthquake victims in Latin America. I think to date we raised over \$17,000 and our goal is to raise \$21,000. Millions of Americans that are on that island, my family and I know we have some folks in the audience that have family members there without water and lights. Please keep them in your prayers and thoughts. We are trying to reach \$21,000 to represent Roberto Clementi – it's at ucare.com and you can do a search for the 21 Project in Union. We have it on the Board of Education page.

Mrs. Williams stated some of the people that know me know that I have an opposition defiant child and for the last 14 years ever since that boy learned to say "no" there has been some sort of conflict in our house. My husband can attest to it and we come out of work and there are 4-5 fights. For a person that always looks for the course of least resistance, I don't understand why we could not have amended that resolution last week. I know Mr. Nufrio wanted the committee to discuss it but again in an effort to eliminate chaos and conflict, I don't understand why we couldn't have amended it because we have done it in the past – we have amended resolutions, voted on the resolution. If the Township didn't like what we were saying, then they could have changed the venue. I just had to put that out there because I don't like conflict and I don't like people being upset. I don't like putting children in a position where something that is great for them – it didn't have to happen this way. I just needed to say that.

Mr. McDowell stated in hindsight – I would like to say and I didn't say it earlier that it needed to be discussed and I agree with you in hindsight now it might have been easier just to put a stipulation in there but it needed to be discussed.

Mr. Monge stated any one of us could have made that recommendation if we thought that there would be any concern, anyone of us could have made that recommendation. Within 12 hours for Mr. McDowell to reach out to the committee which was the plan and be able to turn around a yes with a stipulation that I think was an honest – who disagreed with that stipulation. I think that the vote that we had tonight was great and I hope that there is a reconsideration because it is not too late.

Mr. Griggs stated this discussion should have taken place during the motion not right now. Going forward in the future I would highly recommend that if any of you have a concern about a motion, then after the motion is made and seconded, present it because that is the appropriate Robert's Rule of Order and I suggest you move on.

NEW BUSINESS:

Dr. Francis stated I know that Ms. Hart she does the robo call concerning the kids needing a sports physical before they start playing. One thing that is missing is the message to kids to where to sign up. It is o.k. to know that you need a physical but if I'm going out for basketball which is coming up or winter track, I need to know where to sign up and when the meeting is going to be. I think some kids are missing out because there is no communication to let them know. Even if the kid doesn't know, the parents should know. If my son wanted to go

out for track and didn't get the message or missed it that day at school or whatever, at least I can go on the website or something and sign him up for it. I think that needs to be put in place.

Mr. McDowell stated yesterday we lost our friend to the school district. Joseph P. Russell, he worked at Hannah Caldwell for many years and he lost his battle yesterday. I am trying to figure out how to tell my kids that Big Joe is gone – the head custodian at Hannah Caldwell is where they got to know him. Every kid from 5th, 6th and 7th grade that had gone to Hannah Caldwell knew Big Joe. He also worked as a greeter at Jefferson. He was a great guy. He graduated in 1970, a year before me. He and I played basketball together at Union High School. We played in college together. A great guy and he will be missed and I wanted to share that with you.

Mr. Arminio stated and to thank him for his service to our country. Mr. Nufrio stated Mr. McDowell can we have a moment of silence. Mr. McDowell stated thank you.

COMMENTS FROM PUBLIC:

Rich D'Avanzo stated UTEA Vice President – Jefferson School. I would like to read a little piece on behalf of Diana Pielech who is a special education teacher at Burnet Middle School because she was unable to attend tonight's meeting. She would like to share her thoughts on privatizing our students' educators.

“In a classroom like mine, consistency and routine is the most important thing for my students. They need to feel comfortable with their assistants as well and I feel a strong relationship with the persons that they are with all day long. Privatizing the system would be more frequent changes in their schedule not just throughout the week but throughout the day. This would be detrimental to their learning and behavior. If I'm absent or the assistant is absent, that is all they talk about all day long. Their days are different and it affects their learning. Imagine a constant shuffle and rotation of assistants. People leave when they find better jobs and they are absent more frequently because they don't share the same contact. This opens up so many other issues of confidentiality and privacy issues. It won't be different you may say; this is wrong. From experience you have outsourced the nurses for the past two years and I cannot begin to tell you how inconsistent that has been for the District. Nurses haven't shown up for field trips, we have missed numerous over the last couple of years. Nurses do not know our students which has caused chaotic confusion on these trips and it has been very difficult coordinating things as well. We are all at the mercy of the outside agency that often has no explanations for what is going on, as well as no substitutes. Maybe this change will save you money in the long run; however, it will hurt the children. As a parent of a special needs student, I would not be o.k. with this change. Thank you.”

John Zurka stated I'm a 5th grade teacher at Jefferson School – 32 years in the District. The first comment I want to make is my daughter was the 2013 Girls Career Institute candidate. It was very nice of you to mention that before.

The second thing I would like to mention was a recent change in the healthcare benefits of the UTEA members. Our mail order – Prime Therapeutics has been bought by Walgreens now and it is not better than or equal to what we have. My daughter is on a maintenance drug where we were able to receive through Prime Therapeutics. Walgreens said that they don't carry it. But if Walgreens bought out Prime Therapeutics why doesn't Walgreens carry it. Now they are offering us through this other company called "Cyff" for \$40. This is a maintenance drug and through our health benefits it has always been for free. I am just wondering what can we do about that?

Mr. Tatum stated I will defer to counsel on this because we are in negotiations right now. Mr. Griggs stated thank you for your comment, we really can't respond today. Mr. Zurka stated I just wanted you to be aware that it is not better than or equal to.

James Frazier stated I sit on a national education association board of directors and I represent the education support specialists which are included ESP's, custodial, maintenance, plus transportation, as well as security officers. I am asking this Board of Ed to please not privatize our student educators. Boards of Education who are contracting out, it is less expensive than in-house service delivery, often endure the hidden costs of privatization, expenditures for contract monitoring and administration, conversion costs, charges for extra work, and contractors use of public equipment and facilities. Are we sacrificing our student education in order to create more administrative positions (i.e. public relations). Our paraprofessionals are neighbors. Many work in and own property in Union Township. Knowing this are you ready to tell your child that you no longer want him employed because we are now hiring a private company to take over our services and steal our taxpayer money? Mr. Benaquista and Mrs. Moses – in your qualified expertise in working in a special ed environment – would it be fair to say that you would be o.k. with the constant turnover of assistants in your classroom environment? How about the students that are in your classroom – would it be fair to them? Again I ask that this Board of Ed please do not privatize our students' educators.

Cathy Sharpe stated I'm not speaking for myself tonight, I was asked by two teachers that could not make it to the meeting because of family situations. I was asked to read their letters, they are very short.

"To the Board – as a special education teacher in this district, I cannot stress to you the importance of the role of the paraprofessional in the classroom. Our classrooms consist of students with various academic, physical and emotional needs. Many have difficulty with transitions, relationships, lack of consistency, routine and self-care, including helping bathroom needs and diaper changes. Our amazing assistants and shared aides are our right arm. They know what is expected of them and go above and beyond the call of duty every day. We work as a team to create a positive and caring, learning environment. That being said, I am concerned about the move towards privatizing paraprofessionals. Each time a substitute is placed in our classrooms, we must familiarize them with the students' needs and what is expected of them. In addition, if it is a shared aide, they need to read the students' modifications and sign an articulation sheet. All of this takes away from necessary academic time from the students and a new relationship has

to be formed between the aide and the student. Some are uncomfortable assisting students with bathroom needs and at times a male sub is given to a female student with self-care needs. If they are unable to fully meet the needs of the students, why are they here? Our students need qualified full-time paraprofessionals. Consistency is a must. Thank you for your time and hopefully consideration of my students' needs."

"As a teacher for children of special needs, outsourcing a company for paraprofessionals greatly concerns me. I instruct students on the moderate to severe autistic spectrum. Our district provides these students with classroom instruction incorporating the ADA method. According to New Jersey's Department of Education's Autism Program Quality Indicators states the following 'Paraprofessionals receive intensive preservice and in-service training for entry level staff such as ADA training. Frequent in-service training specific to the program also receive specific and direct instructions and supervision regarding their IEP responsibilities to the students'. How are we as a district going to meet the higher state quality indicators for programs including students with autism? A great portion of our paraprofessionals are needed to work in these types of classrooms that require special training. Our special need students are entitled to stability, expertise and community that outsourcing shall not provide. Thank you for your time."

Anne Margaret Shannon stated I am an aunt of a young man that went through the Union special education program and I'm the President of the UTEA. Regarding E-11, Mr. Tatum I want to thank you for what you said because it is more encouraging than what we heard last week and I appreciate that. I thank everyone for your hard work on behalf of the students and I hope you appreciate the hard work that we have to do with the members. I have some points about E-11 – across the nation, the majority of educational support professionals. They live in the school district in which they work so they provide numerous intangibles. They feel responsible. They know these kids, they are their neighbors' kids. Their kids play with their kids so there are a lot of things that go on there.

Paraprofessional positions we are talking about take care of our most vulnerable children – the special needs children, the pre-k, the kindergarten and I ask that you don't privatize these because I don't want the care of these children in the hands of possibly temporary employees – they will be strangers to these children.

The temp agency employees themselves (inaudible) wages and fewer benefits so some of the people again as I said before there will be a greater turnover and they are always going to be looking for a better job so please don't put the care of our students in the hands of these workers that aren't going to have the same loyalty to our district.

The term "attrition" brings some confusion because during the discussion it was mentioned if a full-time resigned or retired, the part-timer may be able to move into that position but it is my understanding that the word "attrition" means when someone leaves, that position is not filled. My understanding is that as the full-timers leave, those will dwindle and eventually

the entire paraprofessionals body will be privatized because the full-timers resigned and attrition means it goes away. Hopefully I'm wrong about that.

When it comes to the money, it is my understanding that the Board has a budget and all these positions are in the budget because they are currently being filled by substitutes so if we have a budget and the positions are there, I'm just confused as to why we don't have the money in the budget for positions that are budgeted for. I'm sure there is not an exact answer now. I must not be understanding the budget correctly. We have these subs in a school, in the places where we can't find someone so that budget money to me should be in the budget. I'm concerned about that.

Finally something that was mentioned last week at the worksession and people have told me it was mentioned at a training meaning of the subs and I want to clarify that the UTEA is not a part of this problem. We are trying to help. We like these kids. We take care of these kids and I just want to clarify that yes there was a sidebar mentioned last week and there was a sidebar last spring. It was perfectly clear that there was a deadline of June 30th and the reason there was a deadline was because we were entering into negotiations on both sides, the Board and the UTEA, acknowledged that. I just want to make it clear to everyone that the UTEA is not stifling any progress and we are ready and willing and able to move along with this.

Terri Cuccinello stated I would like to say that I am an administrative assistant at Burnet Middle School and very excited that we are scooping up Ms. Baskerville and I will be happy to help her in her transition.

On a different note about privatization, we have eight wonderful extra subs and piggybacking on Mr. Arminio, they are permitted to work 17-19 days; however, this month we have 21 days. I would like to know what the Board's position – since we don't have enough subs in the district to fill these positions – what are we going to do with these students that are required to have one-on-one assistants? The second part to that is if we do privatize, are the privatization companies looking to be under the same ruling as these 17-19 days?

Mr. Tatum stated I would think the answer is yes. If it is a State regulation, it is going to be the same regulation. Mrs. Cuccinello stated so we will have the same problem.

Mr. Griggs stated we will get you an answer to that question. It is a private contractor is not a school, but we will get you an answer. Mrs. Cuccinello stated I'm just concerned about what we are going to do with the 2-4 days this month.

Mr. Tatum stated the first thing that we have to do is determine who is eligible to do what and that is the most important piece of it. Right now we are in the middle of these transitions and again certification – all have to be in consideration. Also we are permitted with the appropriate approval to go beyond that particular time. I don't know what the current law is on that but I know a times under emergent situations. Mr. Griggs stated you refer to the County Superintendent on that and he would give you the person who would give you clearance.

Dolores Phillips stated I am also a special ed teacher within the District (inaudible). I think it needs to be clear that one of the reasons we are having increasing problems with our paraprofessionals is because the State of New Jersey is requiring us to not have self-contained classrooms and resource rooms. We have children that would normally be in those classrooms and they are now in the ICR classrooms. I am seeing the same problems that Mrs. Cuccinello is seeing and it is creating a large problem for our students and I don't see this as being something that is going to go away. You are saying about replacing the people due to attrition, new positions are going to be available because we are going to need more and more assistants in order to service our children.

Mr. Tatum stated I think that there is a point that is misunderstood. We are talking about under the current system. We are not talking about privatization. When we were using people last year for 30 hours, they came in for that purpose. When someone left the district, moved on or whatever the case may be, they were the first people to move into those spots. Ms. Phillips stated I understand but what I'm asking is the privatization people will be taking positions that will be made because we have four more children that need to have a one-on-one aide or things like that. Mr. Tatum stated that is something that still needs to be worked out because I don't know all the ins and outs of the privatization piece right now. I look at this as one of those things that we would have in the background in the event that we needed to use it. I'm not 100% convinced that is the way to go. There might be other ways that we can work together to resolve this in a peaceful and collaborative manner. Ms. Phillips stated I hope so because right now our feelings are hurting because of what we need on a consistent basis and as everyone has said so far, going with an agency is not going to provide us with consistency.

Mr. Monge stated point of clarification, we didn't agree as the Board to privatize this — all we did was to allow you all to explore the possibility of us to review it. Speaking as a parent of a special needs child, our child depends on paraprofessionals. I want to make that very clear.

Chasity Santana stated I'm a mother of a 23-year old, senior, 5th grader, 4th grader, 2nd grader, 1st grader and kindergartener. Asking you not to authorize; I'm hoping this is basically a band-aid for us to move forward to get what is needed into the classroom. But at the end of the day what we must think about — what are we going to do moving forward because I would like to keep a band-aid on forever. The only thing I can think of is if we need to make these positions, these aide positions something coveted, something wanted, something that is obtainable and fill them correctly because at the end of the day what is going to happen is these eyes that I have are going to be everywhere and I'm going to hold everyone accountable; I am talking about teachers, admins, every single person if these children need to get what they deserve. Point blank an IEP is a living breathing document; it is like our constitution; this is what we set forth. These positions need to be filled and they need to be filled accurately and correctly because our children cannot suffer. We have teachers that are frustrated and overwhelmed in inclusion classes because they are not getting the correct support. These children need to get what they need and I will support and bow down to every teacher, anywhere but don't harm our children. I am a parent and nothing more. The same way that I ask the Board is that I hold you guys accountable and I hold teachers accountable. If teachers are too frustrated and overwhelmed it is their job to say I need more help in this classroom because the only way we are going to get all these pieces to this puzzle together is if we work together. If we give up this transparency, no

bipartisan, I'm not bipartisan – I am for the children. What we need to do is get together. This privatization is it coming, it is here it is approved but what we need to do is to start looking forward to what we are going to do to answer this problem that we have and find a solution to the need for more aides. For what we are going to do to answer this problem that we have, we have to find a solution for the need of more aides. Our children with special education needs are not going to leave. The numbers are growing and if they are growing we have to answer them. If I'm the one who has to answer the call, I will do it. If I have to divide my seven children into seven different babysitters to be here until midnight I will be here.

With that said, I couldn't be here in September because I had a PTA meeting, we were promised if we had specific special education questions we would have somebody from special services department here at the Board meetings to answer our questions. Mr. Tatum stated unfortunately that person is not available tonight and I understand that the other one was called on assignment tonight and there are so many people that we have available – unfortunately I think it was because of personal illness; but for the most part there should be a person here and that is standard protocol. Unfortunately, when someone is ill I can't command them to be here. Mrs. Santana stated we are shorthanded, I get it people are allowed to be sick. Kira Baskerville, I want her to grow and you are taking her and what are we going to do with her position. We need to fill it. Mr. Tatum stated it is going to be filled with the right person. Mrs. Santana stated we want the right person to do what they need to do for our special education students.

Mr. Tatum stated I want to keep Mrs. Baskerville in this district and it would be very easy to keep her in a position that she is in right now but she applied for this position and she is the person who emerged as a finalist. I said to her and to Board members, you know this is going to cause some concerns and the answer was yes I do. At the same time, we will fill that position with a proper candidate and the posting goes up tomorrow morning. Mrs. Santana asked will we have someone before she leaves. I know the people that are in those positions and they are already overwhelmed and now you are taking one away. Mr. Tatum stated I'm not taking anyone away, an individual applied for a position, a qualified individual, she was selected and it my duty to bring that candidate to the Board of Education.

Mrs. Santana stated let me correct myself, there is a vacancy. Being that there is currently a vacancy, to an already overwhelming situation, we need to fill it as soon as possible. Mr. Tatum stated on or before December 1st is really to provide transition time and that is the whole purpose of that. I could have asked the Board to have Ms. Baskerville start tomorrow and that is not what is on the agenda. I have to be concerned about everything that goes on here from the paraprofessionals to the students, to the parents, to everyone that affiliated with this District and I recognize special services is real important in this district and I don't want to see anyone just walk out the door and assume a position without there being any transition. When we keep a person in the District, it doesn't mean that person is cast away from that particular department because there will be services provided and she and I talked about it – that she will always be a valuable resource in this District. I think she has a long promising career here. Her replacement – there will be communication between myself, that person and that department. Our administrators work collaboratively with the special services department anyway. It is not like we are saying goodbye to her. We are keeping her and we are going to be looking for qualified people to fill her shoes.

Mrs. Regis-Darby stated can we consider something as the fact that parents formed a SEPAG. When you are doing the interview process, maybe they can sit in and see that you are choosing the best person. Mr. Tatum stated the procedure that we have and we wrote the procedure last year in personnel and you guys approved it and we actually exercised different segments; I'm the individual at the end of the whole thing but absolutely because I know it is a very important position and we want to put in the right person.

Mrs. Santana stated other than the privatization, are there any other plans for a solution that we are looking at other than privatization. Mr. Tatum stated I will say this one more time and I hope I'm making myself clear about this, I look at that as a last resort in my opinion. Yes we do want to come up with a solution and try to ensure that we have the right people in the classroom. Ms. Shannon mentioned something about budgeting and that is a question that would be improper to answer right now because of the scope of the negotiations but we will be talking very soon about how we resolve this problem and move forward. I think I heard everybody tonight.

Elsie Mackey stated originally I was going to wait until November but after Mrs. Santana's passionate discussion and hearing all of the teaching staff and the community really talk about special services and special education, I was really encouraged and I can't wait until November.

I just want everyone to know that with the support of Mr. Tatum, Mr. Benaquista and Mrs. Moses, the six mothers with children with disabilities came together and we come from different walks of disabilities. Each of our children have a certain type of disability that requires a certain set of educational goals, aides, paraprofessionals, some kids go out of district like mine and some kids are in district. We formed a SEPAG which is a special education parent advisory group – that is formed by parents (inaudible) and we shared it with the Board and thank you for all of your support.

In hearing everything that we have heard today, it just reiterates the importance of why SEPAG is important in the district. We are here to work with the Board, special services, the teachers, the paras, the bus aides, everyone that helps us navigate the complex world of special education. We are here to bring that gap to be as one and come together to make it work. I am not going to tell any lies when I heard part of this presentation and I became a parent and said you have to be kidding me but I understand that there are more complexities to it. I hope that we are working together with the parents as one unit to make these decision that are beneficial to our children and we are losing Ms. Baskerville which was a shock today and I will be calling you tomorrow about the replacement. They are definitely hard shoes to fill. I hope we get to be part of the process. We have come a long way. For the record, Union has a parent led special advisory group and we are here to work with all of you. The chairperson is myself, the co-chair is (inaudible) and the mom included on the executive board are Ms. Chasity Santana, Mrs. Suehey Monge, Mrs. Aracelly DeGiralamo and Mrs. Carol Glass and we are all open and are a liaison to the schools and we also have a liaison for the out-of-district. Any questions, please feel free to reach out to us. Our website is weareUnionSEPAG@gmail.com.

Mrs. Zuena asked is the information on our website as to who the liaison is to which school? Mrs. Mackey stated we have all that information but it is not on the Board of Ed website. We are going to work with Mrs. Moses until we have a new appointee to get the information on the website. We went to all the schools. It was a success. The support that we received from the community, the teachers, the parents was overwhelming and everything that you are advocating for the parents we hear you, appreciate you and we are one team coming together to make it work. We want to get that information on the BOE website so that we can communicate it because I think there is an old link on it and we need to remove the old link and replace with the new link.

Andrew Shelby stated I'm a third generation resident of Union. My daughter is a teacher here, my mother graduated here in 1960 and I graduated 1980. I became a Fire Captain, a retired fire captain, I have been fighting against corruption. It is documented and this Township helped the police department here and I can say that publicly and I will talk about some of those things in the future. My daughter could have taught anywhere but she came back here because she wanted to give back to the community here and what I'm seeing here and I don't want to see the community where my grandmother and grandfather graduated in 1936 and I have been here a very long time and I was born and raised in the military and so very disciplined. I have high security clearance with the US Government and myself came back here to talk and hopefully help. The ladies here had answers and solutions instead of having complaints. What I do see here is any type of privatization, you are taking the heart and soul of a lot of people here. I live here and shop here and I see everyone here. I know you said you don't have any intention of doing this but just the fact of an emergency and I don't really understand the emergency but you really need to listen to these people and what they are saying. I came from a district that was very corrupt – Paterson. The mayor is going to jail and I helped do that and I'm happy to say that. I gave back to the community, my kids gave back to the community – you might like this but we had a break-in in our high school. Dollars are very valuable - \$25,000. If someone is on the Board and I'm sorry and I don't want to hurt your feelings, but if someone is on the Board's – family member was involved, in my opinion, that person should step down. Mr. Griggs stated I have to stop you on that with due respect.

Mr. Shelby stated I'm talking about all these different issues and it is very important. I know you want to cut me off, everyone wants to cut me off when I talk. I might hurt some people's feelings but when you are dealing with money and transparency and integrity things should be above board and things should be said and that should occur. You might not like what I'm saying but it is my opinion. When I vote for somebody I look at integrity and I want this Board to work together. If it comes out that it is true, how does that look to our Town. I just want everyone in this Town to realize that. Mr. Griggs stated sir, you are done. Thank you.

Gentleman in audience stated I'm here on behalf of a community member Mrs. Lipstein and before I read it I would like to say that I appreciate what the Board represented thus for our community and our children. When I look at this Board I look at every single one of them. I look at people that are dedicated to children and for the most part I have had lengthy conversations with the majority of you and I value what you bring. I have three children and children sometimes do stupid things and the fact of the matter is they are not a reflection upon how I raise them. We are all tempted; we all have our battles and we all make decisions –

sometimes hasty decisions but they don't reflect my parenting skills nor do they reflect my ability to make decisions for the betterment of them and the children that in your case you have been called to serve.

Statement from Susan Lipstein: "I just received some campaign literature put out by non-incumbent candidates running for the school board. It is pathetic and with incorrect information. If you see it throw it out or recycle it. But don't throw away your child's education for a candidate. So far the non-incumbents really have no other issue other than the candidate. Coming from someone who has attended way more board meetings than the non-incumbents that's how much they care about education. This whole issue would be laughable but it is really pathetic. When you go vote remember that 2, 4, 6 which are the three members that are sitting on the school board now, Vito Nufrio, Nancy Zuena and Ronnie McDowell – have gotten computers for all, along with the other school members, high school students and are getting computers for all children at no cost to parents and to make sure that there are summer programs for all children at no cost to parents other than camp intervention. They restored the middle school academies at no cost to parents. They have fixed the school buildings for all our children. They have looked at our budget and stopped giving contracts to vendors who are overcharging us so now the money goes right back to our children. Are people in our community really going to vote against that and vote for people who want to buy their votes with candy...really. I hope we have come farther along in this world that everyone in our community, in every part of our community, can see this for what it is. It is pathetic to sway your vote with candy. An insult to intelligence of all the people who are struggling to get a better education for their children. Two, four, six – know that. Education is the way for children to succeed. Candy lasts just as long as it takes to eat it but a good education will last a lifetime. Vote for the people who are concerned about your child's education and not the presumption of candy."

Brad K. Lee stated I really debated whether I would arise today because I was expecting this room to be filled with Vauxhall residents. But since it is not, I think I am more disappointed there so I should probably go home and deal with that. The fact of the matter is and I request the Board to work on its parliamentary procedures. There is no such thing as "remove an item off the agenda". You either vote it up or vote it down or you table it. The removal spread through my community like wild flowers and you guys immediately became the enemy to my community. We are trying to combat that information because I do agree with Mrs. Williams that this conversation should have happened with the Board like you said President McDowell on hindsight; but I'm highly disappointed on the other side because while I'm stating every action causes a reaction. What are we teaching our children? Take your ball and play someplace else? Don't stand and fight the good fight when something needs to be done for the community for the greater good. Everyone here that was involved in the situation got selfish at some point and we are sitting here all night talking about candy for kids. I'm disappointed. Who is going to step up for your community? I saw a great conversation last week and I stood in the background with Guy – Dr. Francis, President McDowell, Kurt Peoples and Joe Florio had a very calm, information gathering session with one another. That made me proud to be a resident of this

community. How that conversation didn't resonant into resolution – I'm still miffed. I had an idea if you follow me on the internet and you know I'm pretty strong about my ideas; I just hoping going forward we get this together and I can guarantee that there will be a new organization coming next year to take Trunk or Treat back to Vauxhall. It will never be stolen again. Thank you and God bless you.

Sue Dinario stated this is completely unrelated to everything that took place tonight. This is about graduation at the high school. I currently have a senior and a rising senior and an 8th grader. None of this is from personal experience except for robo calls and things of that nature. I find that every year there seems to be something that happens with graduation like is it going to go on at the high school, inside or where is it going to be. I know that 12 tickets are usually given but 12 tickets are not always available depending on the weather. So what solutions can you come up with for an alternate?

Mr. Tatum stated I will defer to my colleagues here but we have entered into discussions with some other institutions about possibly having graduation at their location. I just don't know where we are in the process right now. We are working with a representative with Kean – Dr. Pitman because they have the sitting there. I agree with you, at the 11th hour every year it seems like there is a cloud. In 2009 I was out there when that cloud was over us and in about three minutes the cloud moved out and it was a bright sunny day. Two years ago I walked out and a bolt of lightning hit and the police said to me are you really going to have this here. I certainly realize that there is a problem. For whatever reason, I don't know what it is, a dark cloud that goes over my head or the District's head but for some reason on graduation night for the last couple of years that has happened. We are seriously looking at the possibility of looking at places.

Mr. Benaquista stated we are working with Kean for the convenience if they could house the number of tickets. We need approximately 7,000 to be able to house at 12 tickets. If Kean can't facilitate that we are also looking at other options. We would love to provide Kean because it is right down the street. We also have to think about community members getting to this alternate location as well as students and those things. We will look at options. Obviously we have been dealing with the inside the last couple of years. We know that we would like an alternate site because it is a special day for everyone and we are going to bring options – whatever options are available to us and then we will talk to Mr. Tatum and see what is the best for everyone involved. Mrs. Dinario asked is there a potential for this year? Mr. Benaquista stated absolutely. We are looking at an option for this year.

Paul Casey stated I want to thank you and say congratulations. I was fortunate to attend one of the parent meetings and it was very productive. I was very pleased to receive the kind of information that I did in order to help my son with the math because it is very different than it was when we were all taught. One of the things and I have children in Kawameeh and Washington is that we have a community. A community that is from various parts of Union and during that meeting it was clearly evident that there were a number of people in the room that really felt and were thankful that the District was providing this sense of community.

This week when we received some of the literature from the Board of Education campaign as Dr. Francis said earlier was race bating and was intentionally trying to drive a narrative that divides our community. It really hurts and I have spoken at these meetings prior about tolerance, acceptance and community and to see a situation where we as a community are so divided that literature is going out and just calling out the Vauxhall community as attending a Trunk or Treat that is something that I have a hard time explaining. My children who I'm teaching to be advocates for all; teaching to be people who speak up for injustice that are knowledgeable of a situation like this and I'm saddened by that. I am just sharing my thoughts and I'm not looking for an answer here tonight. It is a very sad moment that this would occur and it would be nice to hear from the candidates like you said earlier President McDowell – stand up and take responsibility for that and please share with us what you could have been thinking in regards to dividing our community as opposed to bringing us together. Thank you.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Regis-Darby, seconded by Mr. Arminio, that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2b.

- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.

The Board will disclose the discussion conducted during the executive session, with notice to the public, when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interests of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney/client privilege.

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell.

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 10:50 p.m.

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. Arminio, seconded by Mrs. Williams, that the meeting be adjourned at 10:50 p.m. All present voting YES. **MOTION CARRIED**

Respectfully submitted,

GREGORY E. BRENNAN
BOARD SECRETARY